

# JOB DEMAND REPORT

## SEPTEMBER 2021

Job posting data collected by the Possible Made Here website from job boards and employer websites who recruit candidates in Kingston, Frontenac County, and portions of the County of Lennox and Addington as well as United Counties of Leeds and Grenville.

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL ACTIVE  
5,247

NEW THIS MONTH  
2,844

COMPANIES  
1,736

JOB BOARDS  
27

#### # OF DAYS POSTED

AVERAGE  
22.9

MEDIAN  
21

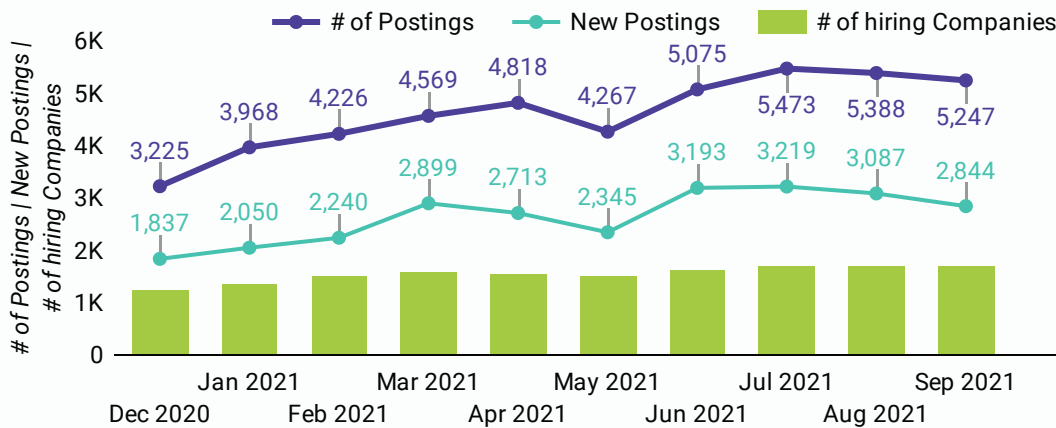
## REPORT BUILDER

The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

MUNICIPALITY	COUNTY	JOB TYPE
JOB DURATION	ADDITIONAL LANGUA...	QUICK FIND
JOB BOARD	SKILL LEVEL	
SKILL TYPE NAME / 1-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MAJOR GROUP / 2-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MINOR GROUP / 3-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
UNIT GROUP / 4-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
COMPANY OR EMPLOYMENT AGENCY		

## JOB POSTINGS BY MONTH

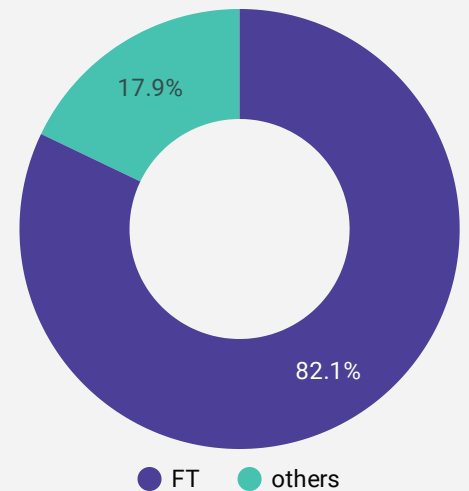
How many job postings were active for at least 1 day this month?



NOTE: This graph cannot be filtered using the controls on the cover page

## JOB TYPE

Full-time vs Part-time



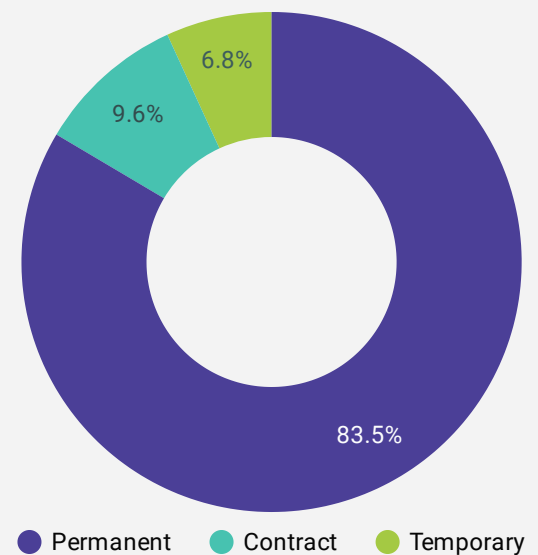
## JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	4,619	22.8	22
2.	Greater Napanee	176	21.0	15
3.	Town of Gananoque	140	22.6	21
4.	Loyalist Township	104	21.8	15
5.	Township of South Frontenac	50	29.1	22
6.	Township of Rideau Lakes	27	16.9	15
7.	Township of Leeds and the Thousand Islands	18	18.3	15
8.	Township of Central Frontenac	17	19.5	22

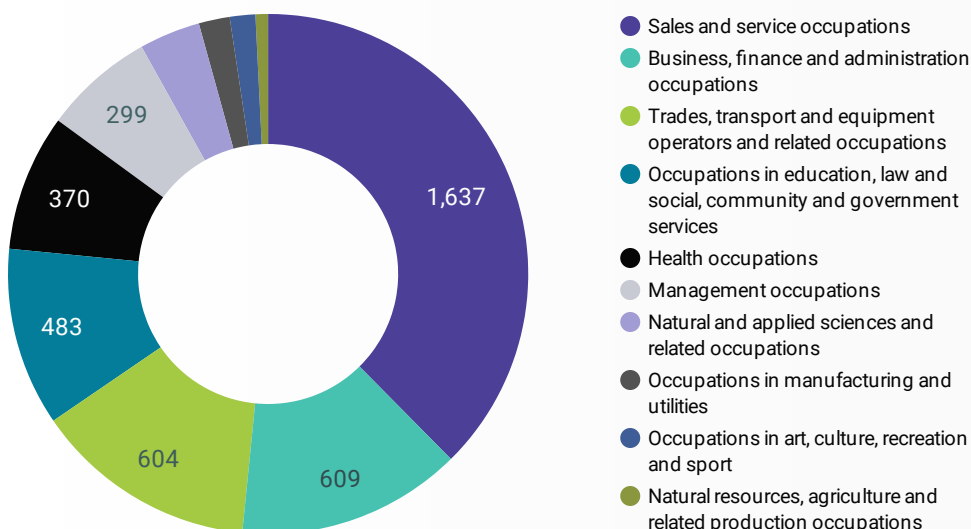
## JOB DURATION

Permanency of jobs posted



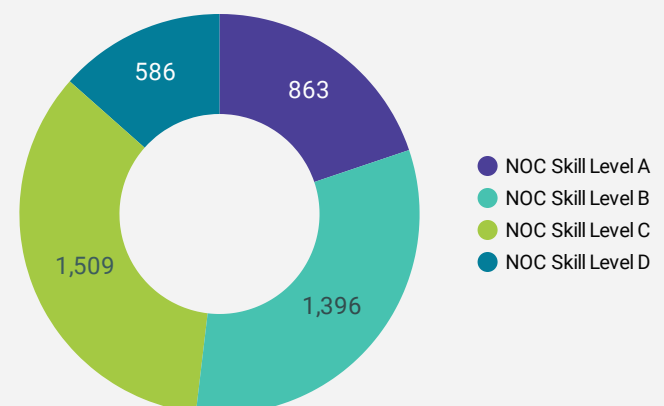
## JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



## JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	COMMUNITY	POSTINGS ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Kingston Health Sciences Centre	Kingston	246	44.5	22
2.	Queen's University	Kingston	240	17.6	16
3.	Kijiji	Kingston	46	15.0	15
4.	Varsity Tutors	Kingston	41	2.1	2
5.	Rona	Kingston	34	5.5	3
6.	The City of Kingston	Kingston	32	18.0	16
7.	Paladin Security	Kingston	32	35.4	30
8.	City of Kingston	Kingston	29	15.3	15
9.	Lowe's	Kingston	27	27.3	22
10.	Providence Care	Kingston	26	29.6	22
11.	Sienna Living	Kingston	26	33.7	38
12.	Home Depot of Canada Inc.	Kingston	26	13.0	12
13.	Sienna Senior Living	Kingston	25	19.8	22
14.	Intuit	Kingston	25	1.3	1
15.	Invista	Kingston	23	63.0	21
16.	Canada Royal Milk	Kingston	22	24.7	27
17.	Aramark	Kingston	22	20.0	19
18.	KEYS Job Centre Kingston	Kingston	22	17.2	15
19.	Delta Hotels by Marriott Kingston Waterfront	Kingston	21	20.6	22
20.	Swiss Chalet	Kingston	21	90.5	94
21.	Home Depot	Kingston	21	10.1	12
22.	County of Frontenac	Kingston	21	31.7	29
23.	Pilot Company	Napanee	20	11.5	8
24.	Shoppers Drug Mart	Kingston	20	3.9	4
25.	Shoppers Drug Mart / Pharmaprix	Kingston	20	18.1	16
26.	Revera	Kingston	19	34.4	18
27.	Holiday Inn Kingston Waterfront	Kingston	19	21.2	22
28.	St. Lawrence College	Kingston	19	16.4	15
29.	Limestone District School Board	Kingston	18	21.0	15
30.	VON Canada	Kingston	18	37.4	21
31.	Kingston Community Health Centres	Kingston	17	16.4	16

## OCCUPATIONS BY 4-DIGIT NOC, SKILL LEVEL, FREQUENCY, & DURATION

What jobs are in-demand and/or hard to fill?

	4-DIGIT NOC CODE	4-DIGIT NOC NAME	OCCUPATION'S SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	297	18.9	20
2.	6552	Other customer and information services representatives	NOC Skill Level C	162	20.7	22
3.	6322	Cooks	NOC Skill Level B	160	24.9	22
4.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	140	26.9	22
5.	1241	Administrative assistants	NOC Skill Level B	135	19.2	16
6.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	129	56.2	29
7.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	118	21.9	22
8.	6731	Light duty cleaners	NOC Skill Level D	112	23.3	22
9.	621	Retail and wholesale trade managers	NOC Skill Level A	102	19.8	20
10.	6513	Food and beverage servers	NOC Skill Level C	100	23.1	22
11.	7514	Delivery and courier service drivers	NOC Skill Level C	92	20.4	16
12.	6611	Cashiers	NOC Skill Level D	72	19.7	22
13.	4214	Early childhood educators and assistants	NOC Skill Level B	70	26.9	16
14.	4212	Social and community service workers	NOC Skill Level B	62	17.4	17
15.	7271	Carpenters	NOC Skill Level B	59	21.6	16
16.	6541	Security guards and related security service occupations	NOC Skill Level C	58	21.5	18
17.	4216	Other instructors	NOC Skill Level B	56	13.4	19
18.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	56	17.9	16
19.	7452	Material handlers	NOC Skill Level C	53	20.2	22
20.	7611	Construction trades helpers and labourers	NOC Skill Level D	53	22.3	22
21.	6525	Hotel front desk clerks	NOC Skill Level C	52	21.6	22
22.	6211	Retail sales supervisors	NOC Skill Level B	51	15.9	21
23.	1414	Receptionists	NOC Skill Level C	50	19.3	16
24.	6311	Food service supervisors	NOC Skill Level B	47	23.7	22
25.	7511	Transport truck drivers	NOC Skill Level C	47	21.5	22
26.	6222	Retail and wholesale buyers	NOC Skill Level B	42	19.1	16
27.	1411	General office support workers	NOC Skill Level C	37	19.4	22
28.	1111	Financial auditors and accountants	NOC Skill Level A	34	16.1	11
29.	1114	Other financial officers	NOC Skill Level A	32	13.1	15
30.	6600	Store shelf stockers / clerks and order fillers	NOC Skill Level D	22	16.2	16

## JOB POSTINGS BY 3-DIGIT NOC, SKILL LEVEL, FREQUENCY, & DURATION

What jobs are hard to fill and/or in-demand?

	3-DIGIT NOC CODE	3-DIGIT NAME	OCCUPATION'S SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	642	Retail salespersons	NOC Skill Level C	297	18.9	20
2.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	201	20.7	16
3.	673	Cleaners	NOC Skill Level D	193	21.3	22
4.	632	Chefs and cooks	NOC Skill Level B	190	24.9	22
5.	655	Customer and information services representatives	NOC Skill Level C	165	20.6	21
6.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	163	19.7	18
7.	751	Motor vehicle and transit drivers	NOC Skill Level C	157	21.7	16
8.	441	Home care providers and educational support occupations	NOC Skill Level C	148	26.7	22
9.	301	Professional occupations in nursing	NOC Skill Level A	141	52.6	29
10.	651	Occupations in food and beverage service	NOC Skill Level C	136	22.8	22
11.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	118	21.9	22
12.	062	Retail and wholesale trade managers	NOC Skill Level A	102	19.8	20
13.	141	General office workers	NOC Skill Level C	88	19.3	17
14.	661	Cashiers	NOC Skill Level D	72	19.7	22
15.	111	Auditors, accountants and investment professionals	NOC Skill Level A	72	14.4	15
16.	761	Trades helpers and labourers	NOC Skill Level D	67	21.7	22
17.	727	Carpenters and cabinetmakers	NOC Skill Level B	63	22.0	16
18.	341	Assisting occupations in support of health services	NOC Skill Level C	58	25.2	22
19.	654	Security guards and related security service occupations	NOC Skill Level C	58	21.5	18
20.	631	Service supervisors	NOC Skill Level B	58	25.5	22
21.	122	Administrative and regulatory occupations	NOC Skill Level B	57	17.8	16
22.	662	Other sales support and related occupations	NOC Skill Level D	55	18.4	21
23.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	54	20.7	22
24.	745	Longshore workers and material handlers	NOC Skill Level C	54	20.2	22
25.	652	Occupations in travel and accommodation	NOC Skill Level C	52	21.6	22
26.	621	Retail sales supervisors	NOC Skill Level B	51	15.9	21
27.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	50	20.7	16
28.	415	Social and community service professionals	NOC Skill Level A	48	31.3	18

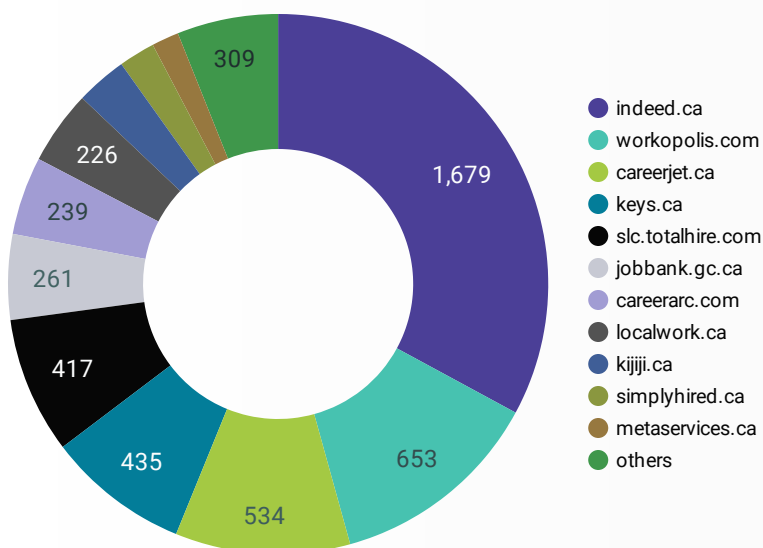
## JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY, & DURATION

What jobs are hard to fill and/or in-demand?

	2-DIGIT NOC CODE	2-DIGIT NOC NAME	OCCUPATION'S SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	437	21.1	22
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	323	21.4	22
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	322	18.9	19
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	283	24.2	22
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	236	19.3	16
6.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	201	20.7	16
7.	72	Industrial, electrical and construction trades	NOC Skill Level B	192	23.4	16
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	189	21.5	17
9.	14	Office support occupations	NOC Skill Level C	170	20.1	18
10.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	150	26.6	22
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	146	20.3	21
12.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	145	17.3	15
13.	30	Professional occupations in nursing	NOC Skill Level A	141	52.6	29
14.	66	Sales support occupations	NOC Skill Level D	127	19.1	22
15.	11	Professional occupations in business and finance	NOC Skill Level A	111	16.3	15
16.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	100	25.2	19
17.	32	Technical occupations in health	NOC Skill Level B	97	22.1	22
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	89	21.9	16
19.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	82	21.0	22
20.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	76	22.6	22
21.	31	Professional occupations in health (except nursing)	NOC Skill Level A	74	31.3	16
22.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	73	24.9	22
23.	73	Maintenance and equipment operation trades	NOC Skill Level B	68	25.4	22
24.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	59	18.6	16
25.	34	Assisting occupations in support of health services	NOC Skill Level C	58	25.2	22
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	51	27.8	22
27.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	49	22.1	16

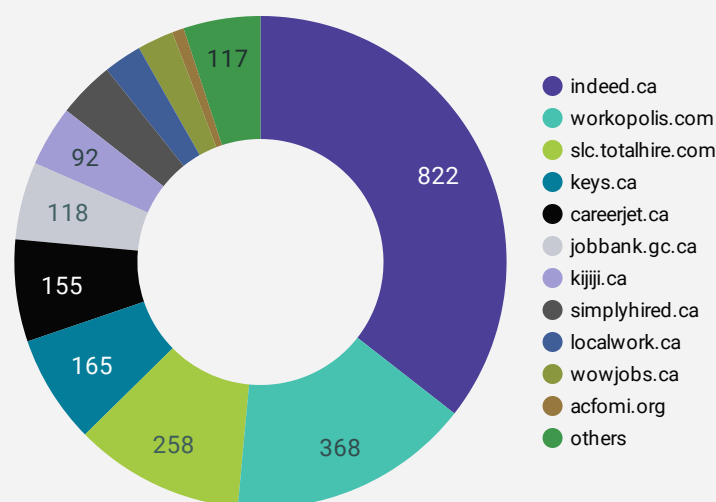
## JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



## COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



## JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT	AVERAGE POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	COMPANY
1.	indeed.ca	1,679	22.0	22	822
2.	workopolis.com	653	15.0	15	368
3.	careerjet.ca	534	21.6	13	155
4.	keys.ca	435	27.3	22	165
5.	slc.totalhire.com	417	42.4	30	258
6.	jobbank.gc.ca	261	26.5	16	118
7.	careerarc.com	239	53.2	41	13
8.	localwork.ca	226	5.9	2	58
9.	kijiji.ca	156	14.9	15	92
10.	simplyhired.ca	111	16.0	16	86
11.	metaservices.ca	83			15
12.	wowjobs.ca	72	16.0	16	55
13.	jobillico.com	58	27.6	27	16
14.	adzuna.ca	36	15.1	15	15
15.	network.applytoeducation.com	31	7.6	7	4
16.	careeredge.on.ca	25	19.9	15	16
17.	acfomi.org	21	60.0	63	18
18.	careerbuilder.ca	13	16.4	8	10